

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
Service Employees International Union (SEIU)  
Office and Allied  
Bargaining Unit 4**

**General**

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 4 contract expires June 30, 2008 (with the exception of the Plata Equity Salary Agreement and the Case Records Technician Classification Agreement regarding full compensation that expire June 30, 2010 and June 30, 2009 respectively), and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. in its entirety as of June 30, 2008, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Article 1 – Recognition

Article 2 –Union Representation Rights

Article 3 –Union Security

Article 4 – State's Rights

Article 5 – General Provisions

Article 6 – Grievance and Arbitration Procedures

Article 7 – Holidays

Article 8 – Leaves

Article 9 – Health and Welfare

Article 10 – Health and Safety

Article 11 – Salaries

Article 12 – Allowances and Reimbursements

Article 13 – Career Development

Article 14 – Classification

Article 15 – Transfer

Article 16 –Layoff

Article 17 –Retirement  
Article 18 – Permanent Intermittents  
Article 19 –Hours of Work and Overtime  
Article 20 –Post and Bid  
Article 21- Miscellaneous  
Article 24 Entire Agreement and Duration  
Side Letter 1 – Golden Handshake  
Side Letter 2-Streamlining the State Safety Retirement Process  
Side Letter 3-Domestic Partner  
Side Letter 4-California State Lottery (CSL) Scratch Sales Bonus  
Side Letter 5-Department of Transportation (Caltrans) Toll Collectors' Night Shift  
Side Letter 6-Post and Bid Program for Department of Transportation (Caltrans) District 4 (S.F. Bay Area) Toll Bridges  
Side Letter 7-Employee Recognition and Morale Program-Franchise Tax Board and Board of Equalization  
Side Letter 8-California Environmental Protection Agency (CalEPA) Agreement dated October, 2000  
Side Letter 9-Program Technician Series Classification Study  
Side Letter 10- Dispatcher Clerks, CDF- The State proposes to delete this section  
Side Letter 11- Auditor and /or Accountant Upward Mobility Program  
Side Letter 12- Department of Motor Vehicles (DMV) - Motor Vehicle Field Representative Permanent Intermittent (PI)  
Side Letter 13- Flexible Work Hours  
Addendum I -Time off for Victims of Domestic Violence

### **New Proposals**

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.